

ABSTRAK

Cakupan balita yang ditimbang di Posyandu menunjukkan tingkat partisipasi ibu balita dalam kegiatan Posyandu. Selama kurun waktu 3 tahun cakupan balita yang ditimbang di Posyandu wilayah kerja Puskesmas Sidotopo Wetan Kota Surabaya belum mencapai target. Kader berperan dalam menggerakkan masyarakat agar hadir ke Posyandu. Penelitian ini dilakukan untuk menganalisis pengaruh antara motivasi, komitmen dan faktor organisasi yang meliputi supervisi dan dukungan terhadap kinerja kader Posyandu.

Penelitian ini merupakan penelitian observasional analitik dengan pendekatan kuantitatif. Rancang bangun yang digunakan adalah *cross sectional*. Pengambilan sampel dilakukan dengan menggunakan metode *simple random sampling*. Wawancara dilakukan kepada 77 kader Posyandu dengan menggunakan kuesioner. Variabel bebas penelitian adalah motivasi, komitmen, dan faktor organisasi yang meliputi supervisi dan dukungan. Sedangkan variabel terikat adalah kinerja kader.

Hasil penelitian menunjukkan bahwa kinerja kader bervariasi yaitu kurang, cukup dan baik. Mayoritas tingkat motivasi kader tergolong tinggi. Sedangkan komitmen kader termasuk sedang. Supervisi yang dilakukan petugas Puskesmas dinilai cukup dan dukungan tokoh masyarakat termasuk baik. Uji regresi non linear berganda menunjukkan ada pengaruh antara motivasi, komitmen dan faktor dukungan dengan kinerja kader. Sedangkan supervisi tidak mempengaruhi kinerja kader Posyandu.

Kesimpulan penelitian ini adalah ada pengaruh antara motivasi, komitmen dan dukungan terhadap kinerja kader dan tidak terdapat pengaruh antara supervisi dengan kinerja kader di Posyandu wilayah kerja Puskesmas Sidotopo Wetan Kota Surabaya. Saran yang dapat dilakukan adalah kader dapat bekerja sama dengan baik dengan petugas Puskesmas atau tokoh masyarakat. Selain itu kader juga perlu melakukan upaya persiapan untuk regenerasi kader.

Kata kunci: kinerja kader, motivasi, komitmen, supervisi dan dukungan

ABSTRACT

The coverage of under-five children weighed at Posyandu shows the level of participation mothers in Posyandu activities. During three-year period, the coverage of under-five children weighed at Posyandu Puskesmas Sidotopo Wetan Surabaya City has not reached the target. Cadres have a role in mobilizing communities to the Posyandu. This study was conducted to analyze the effect of motivation, commitment and organizational factors on the performance of cadres.

This research was an analytic observational research with quantitative approach. Design is cross sectional. Sampling was done by using simple random sampling method. Interviews were conducted at 77 cadres that using a questionnaire. The independent variable was the motivation, commitment, and organizational factors that include the supervision and support. The dependent variables were performance of cadres.

The results showed that the performance varied cadres that is lacking, enough and good. The majority of cadres motivation is high. While committed cadres were moderate. Supervision performed adequately assessed by Puskesmas's staff and the support of public figures, including well. Multiple non linear regression test showed influence between motivation, commitment. Meanwhile, no influence between supervision with the performance of cadres.

In conclusion, there is influence between motivation, commitment and support of the performance of cadres and not influence supervision with the performance of cadres in Posyandu Puskesmas Sidotopo Wetan Kota Surabaya. The suggestions were the cadres to work equally well with a health worker or community leaders. In addition cadres also need to make efforts to prepare for the regeneration of cadres.

Keywords: commitment, motivation, performance of cadres, supervision and support